

Background Screening In 2021

A New Year is the perfect time to review your hiring, screening and compliance policies. Here are some tips and resources to help start 2021 off right.



Monitor New State Laws



Multiple employment bills went into effect this January. Two topics that are getting a lot of attention cover how to designate workers and handle criminal records:

Contractor or Employee?

A few states passed laws to help employers define both types of workers:

California Proposition 22

Iowa State Bill 2296

Louisiana State Bill 68

Minnesota Ordinance 2019-00699

Criminal Records

The nationwide effort to help people with minor criminal records continues to grow. Several states implemented new laws at the start of 2021:

- Georgia State Bill 288: Creates opportunities for residents to restrict and seal certain criminal records.
- Missouri Ordinance 71074: Prohibits employers in St. Louis from basing decisions on a person's criminal history unless it is relevant to the position.
- Washington House Bill 1645: Creates allowances for people with minor convictions to obtain a Care Provider license.

Each year brings new laws, which is why we recommend consulting with counsel to ensure you are compliant everywhere you operate.

Follow Best Practices



Following current employment best practices encourages top talent to choose you. A few to consider:

Avoid Wage Discrimination

A number of states currently prohibit employers from asking applicants how much they earn. Colorado recently joined them with an anti-discrimination law that went into effect in January and more states are expected to pass their own. The goal is to prevent wage discrimination based on gender or other protected factors and ensure people are paid comparable wages for comparable work.

Second Chances

Employers are asked to consider eligible candidates who have minor or outdated convictions. This involves removing questions about criminal history from job applications and assessing the seriousness and relevance of any offenses listed on a background check.

Coronavirus

It can be difficult to keep up with employment best practices as the pandemic continues. The Society for Human Resource Management (SHRM) offers suggestions to help you stay up-to-date.



Prepare For Success

Timely screening plus a positive experience empowers you to land qualified candidates and avoid risk. Our team excels at preparing comprehensive background checks efficiently to help you build strong teams and create safe workplaces.

As a service-first company, we are also committed to assisting the people you screen. Your applicants will enjoy friendly, first-rate support that leaves a positive impression. Our goal is to help you succeed in the coming year and beyond.

Have A Prosperous Year

We hope 2021 finds you healthy and eager to get back to business. If you have questions, need assistance or want to discuss your screening plans, please contact us. Our team is ready to assist you Monday through Friday from 5am to 6pm PT.